



Revenue Careers



Tired of Diminishing Returns? Invest in a Great Career at Revenue!

Great Careers!

Explore opportunities with Department of Revenue! Revenue's dynamic team is comprised of dedicated professionals who fairly and efficiently collect revenues and administer programs to fund public services, and advocate sound tax policy. We provide great solutions and service by attracting and retaining the best talent and building a diverse workforce. Our employees are our greatest asset. As a member of Revenue's team, you have an important role in our agency mission.

Great Talent!

The Department of Revenue employs approximately 1,000 people, including revenue auditors and agents, tax examiners, administrative law judges, property appraisers, foresters, and computer analysts.

Great Location!

Revenue headquarters is located in Olympia, home to the state capitol. The city, located on Puget Sound's southernmost tip, is rich in history, culture, and natural beauty.

Position: Systems and Programming Manager (WMS 2)
Division: Information Services

Location: Tumwater, WA
Notice: WMS 06-0005

Opens: May 15, 2006
Closes: Open until filled

Primary Duties:

Use expert knowledge of project management, advanced application development techniques, and expert facilitation skills to build a collaborative environment in which multiple divisions and other government agencies are brought together to build business applications for use across the enterprise. Develop and communicate standards and best practices for project management, systems development and testing activities. Evaluate preliminary work plans to ensure planning is complete and time frames are realistic – recommend improvements as needed. Periodically provide independent quality assurance reviews/reports on project progress. Review testing plans and results. Review project milestones. Review and approve all project deliverables prior to presentation to the client. Provide necessary resources (personnel, hardware, software, etc). Provide additional technical assistance to Client Project Manager and IS Technical Project Manager as needed. Monitor project documentation: plan/schedule, issue/decision log, action log and escalate issues to Assistant Director if necessary. Review project status reports. Obtain signatures on project deliverables. Develop and communicate standards for staff development and training. Coordinate training activities for the division. Perform EDPP's and MDPP's for direct reports. Recruit and interview staff. Lead and motivate staff. Participate in agency strategic planning efforts. Participate in divisional strategic planning efforts. Participate in divisional budgeting efforts. Meet with client division leaders to prioritize ongoing maintenance efforts of applications.

Compensation:

\$ 60,322 to \$73,722 annually (WMS 2), depending on qualifications. Outstanding benefits including health, dental, life and long-term disability insurance; vacation, sick, military and civil leave; dependent care assistance program; employee advisory service; deferred compensation plans; educational benefits program; 11 paid holidays; Commute Trip Reduction Incentives; flexible work hours; training; and state retirement plans.

Olympia's location provides easy access to the Cascade Mountains, Olympic Peninsula, and the Pacific Ocean.

Great Benefits!

- Competitive salaries
- Excellent health and retirement benefits
- Generous paid vacation and holidays
- Promotion opportunities
- Cross-training opportunities
- Continuous learning opportunities
- Talented co-workers
- Meaningful and ethical work
- Serving citizens and making a difference

Visit us at www.dor.wa.gov

How to Apply

E-mail: jobs@dor.wa.gov

FAX: (360) 664-0658

Mail: Department of Revenue
Office of Human Resources
Attention: Recruitment
P.O. Box 47463
Olympia, WA 98504-7463

**Working Together to
Fund Washington's
Future**

Qualifications (Knowledge, Skills & Abilities):

The successful candidate for this position should have advanced knowledge in the following areas:

- Project management methodologies.
- Application development techniques.
- Application integration techniques.
- Application testing techniques.
- Application quality assurance and metrics.
- Facilitation techniques.

Knowledge in the following areas:

- Washington state administrative rules and systems.
- Information technology control environment (including ISB/DIS policies, OFM regulations, and Washington State laws and rules).
- Washington State legislative process.
- Washington State procurement laws, rules, methods.
- Washington State Personnel rules and laws.
- Staff development and motivation.

Additionally, the person occupying this position should have the ability to:

- Negotiate with diverse internal and external stakeholders.
- Deploy IT resources to fulfill department strategic initiatives as well as maintain existing IT infrastructure.
- Lead multiple enterprise-wide development projects simultaneously.
- Ensure quality of IT projects.
- Develop project management approaches.
- Create staff development approaches.
- Develop divisional strategic plans.
- Perpetuate and sustain a culture of interdivisional collaboration in the development of shared business applications.
- Foster the consolidation of core business processes and practices across the enterprise.
- Research and investigate existing and new potential technology solutions.
- Recommend and apply best practices to development work-sessions.
- Provide analysis and recommended approaches on transformation needs and efforts toward multi-division and multi-agency opportunities and situations.
- Establish and maintain excellent customer relationships with divisions, other agencies, and industry experts.
- Maintain executive commitment to projects.

- Apply management principles and personnel rules to lead, direct, organize, motivate, and coordinate highly educated project managers and software engineers.

The successful candidate should possess a Bachelor's or advanced degree, in computer sciences, or related field.

How to Apply:

A letter of interest addressing your experience and qualifications relevant to the position, completed state application, a resume listing name of employer, dates of employment, education, and a minimum of three employment references with current telephone numbers: one supervisor, one subordinate, and one person outside your immediate work environment.

You are encouraged to return a voluntary Applicant Profile Data Sheet. Applicant Profile Data Sheets can be downloaded at <http://hr.dop.wa.gov/forms/ApplicantProfileDataForm.doc> Completion of this form is voluntary. Information gathered will be used for statistical purposes only and will be kept confidential.

Application materials must be received in the Office of Human Resources by 5:00 PM on the closing date of the recruitment announcement to the following address:

Submit Applications to:

E-mail: jobs@dor.wa.gov
please indicate position title in subject line

Fax: (360) 664-0658
please indicate position title on cover

Mail: State of Washington Department of Revenue
Office of Human Resources
Attention: Recruitment
P.O. Box 47463
Olympia, WA 98504-7463

Special Note:

Prior to any new appointment into the Department of Revenue, a background check will be conducted.

The Washington State Department of Revenue is an equal opportunity employer. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, and disabled and Vietnam era veterans are encouraged to apply. Persons of disability, who need assistance in the application/testing process, or those needing this job announcement in an alternative format, may call the Office of Human Resources at (360) 725-7501, TDD/TTY (360) 664-0580.